

---

**Aneika L. Simmons, Ph.D.**  
**Assistant Professor**  
**Management & Marketing**  
**College of Business**  
Aneika\_simmons@shsu.edu

**Degrees Earned**

Ph.D. Texas A&M University, College Station, TX, Management, 2006  
M.A. University of Houston, Houston, TX, Organizational Communication, 2002  
B.B.A. The University of Texas at Austin, Austin, TX, Management Information Systems, 1996

**Peer-Reviewed Publications and Artistic Performances/Exhibitions**

**Articles**

Simmons, A. L. (2010). The influence of openness to experience and organizational justice on creativity. *Creativity Research Journal*.  
Simmons, A. L. & Ren, R. (2009). The influence of goal orientation and risk on creativity. *Creativity Research Journal*, 21 (4), 400-408.  
Umphress, E. E., Simmons, A. L., Boswell, W. R. , & Triana, M. (2008). Managing discrimination in selection: The influence of directives from an authority and social dominance orientation. *Journal of Applied Psychology*, 93, 982-993.

**Chapters**

Refereed

Pasmore, W., Woodman, R., & Simmons, A. L. (2007). "Toward a more rigorous, reflective and relevant science of collaborative management research", *Handbook of collaborative management research*. California: Sage.

**Proceedings**

Abstract Only

Virick, M., Lilly, J. D., Simmons, A. L. , & Weiwen, L. (2008). Guanxi and justice perceptions in a hiring context: A comparative study of U.S. and Chinese students. *Academy of Management*.

**Research Monographs and Technical Reports**

**Chapters, Cases, Readings, Supplements**

Pasmore, W., Woodman, R., & Simmons, A. L. (2007). "Toward a more rigorous, reflective and relevant science of collaborative management research", *Handbook of collaborative management research*. California: Sage.

**Funded External Grants**

**Peer-Reviewed Presentations/Posters**

**Paper Presentations**

International

Lily, J. D., Simmons, A. L. , & Baker, L. (2009). *Does Higher Pay Always Lead To Higher Performance? A Cross-Cultural Comparison of the Pay for Performance Issue*. International Human Resource Management Conference, Sante Fe, New Mexico.

National

Simmons, A. L. & Parks-Yancy, R. (2011). *A Quantitative and Qualitative Analysis of Social Dominance Orientation and Race-Related Comments*. Academy of Management, San Antonio, Texas.

Simmons, A. L., Baskerville-Watkins, M., & Umphress, E. E. (2011). *Is Male Tokenism Bad for Women? The Effect of Social Dominance Orientation and Tokenism on Men*. Academy of Management, San Antonio, Texas.

Simmons, A. L. & Umphress, E. E. (2010). *The selection of leaders: The influence of social dominance orientation*. Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Simmons, A. L. & Umphress, E. E. (2010). *Social dominance orientation: The influence of directives on leadership selection*. Academy of Management, Montreal, Canada.

Simmons, A. L., Baskerville-Watkins, M., & Umphress, E. E. (2010). *I don't want to be the only one: The role of social dominance orientation, gender, and tokens*. Academy of Management, Montreal, Canada.

Simmons, A. L., Payne, S. C. , & Pariyothorn, M. M. (2009, April). *Linking Creative Potential to Innovative Perceptions and Behaviors With*

*Technology*. Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Simmons, A. L., Payne, S. C. , & Pariyothorn, M. M. (2008, April). *The Role of Means Efficacy when Predicting Creative Performance*. Society for Industrial and Organizational Psychology, San Francisco, California.

Simmons, A. L. (2007, August). *Creative Performance: The role of organizational justice*. Academy of Management, Philadelphia, Pennsylvania.

**Regional**

Simmons, A. L. & Umphress, E. E. (2011). *Social Dominance Orientation, Directives, and the Selection of Team Members and Leaders*. Southwest Academy of Management, Houston, Texas.

**Work or Professional Experiences**

**Experience: Non-Academic**

**National**

SAP Senior Consultant, Cap Gemini Ernst & Young Consulting (March, 1999 - July, 2002).

Experienced Information Technology Consultant, Andersen Consulting (July, 1996 - February, 1999).

Summer Intern, Texaco (June, 1993 - August, 1995). I worked in the summers (from June to August) for Texaco as an intern.

**Last updated by member on 12-Sep-11 (01:55 PM)**